

18 December 1973

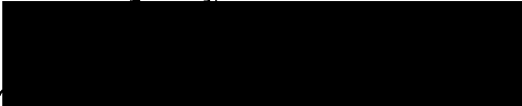
MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : Recommendation for Honor Award --
Mr. Andrew E. Ruddock

1. It is understood the Director of Personnel is recommending that you approve the award of the Distinguished Intelligence Medal to Andrew E. Ruddock who is retiring as Director of the Bureau of Retirement, Insurance and Occupational Health, Civil Service Commission. I would like to add my strong endorsement to this recommendation.

2. Over a span of more than 25 years, I have been able to observe at first hand on many occasions Mr. Ruddock's awareness of the special security factors affecting many of our employees. To find such security awareness, as well as the creative ability to devise solutions, is rare in what some would term the "old-line" agencies; however, Mr. Ruddock has displayed these qualities to an outstanding degree. The Agency has approached him on some of its most complex problems involving legal questions and the all-pervasive security factor. Mr. Ruddock has demonstrated flexibility in achieving solutions with the prime motivation of assuring that Agency employees in general, and in numerous specific cases, that such employees would be able to receive the various fringe benefits to which they were entitled under law.

3. In summary, Mr. Ruddock is an outstanding government employee who has contributed enormously to the proper functioning of this Agency in the field of employees fringe benefits.


JOHN/S. WARNER
Acting General Counsel

25X1A

OGC:JSW:sin

Original - DD/Pers w/orig. LRH memo on same subj.

1 - OGC Subj: Awards, Gifts & Commendations - not indexed

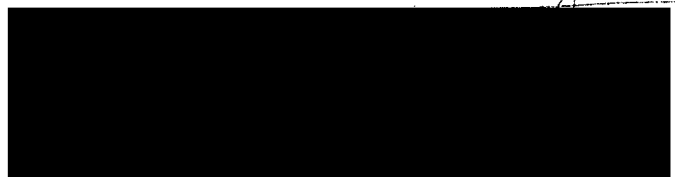
18 December 1973

MEMORANDUM

SUBJECT: Andrew E. Ruddock

I have been generally familiar with Mr. Ruddock's assistance to the Agency over many years and have been personally involved in a number of specific cases. I have always been tremendously impressed by Mr. Ruddock's ability and knowledge of his subject, particularly how he applied this skill and knowledge with imagination and outstanding courage to the special problems of the Agency. Without such talent being applied to the many difficult problems we took to Mr. Ruddock, there is no question that the Agency would have suffered, both in the handling of its personnel and the security of its activities. I, therefore, heartily endorse the recommendation of the Director of Personnel for the award of the Distinguished Intelligence Medal to Andrew E. Ruddock.

25X1A



DRAFT: [REDACTED]:bkf (14 Dec 73)X1A

MEMORANDUM FOR: Director of Central Intelligence
THROUGH : Deputy Director for Management and Services
FROM : Director of Personnel
SUBJECT : Recommendation for Honor Award --
Mr. Andrew E. Ruddock

1. Action Requested: That you approve an Agency award for Mr. Andrew E. Ruddock who is retiring as Director, Bureau of Retirement, Insurance and Occupational Health, Civil Service Commission.

2. Background and Basic Data: Mr. Andrew E. Ruddock, age 55, has announced his retirement from the Federal Service. Mr. Ruddock has spent his entire Federal civilian career, 34 years service, with the Civil Service Commission and advanced eventually to the position of Chief of the former Retirement Division in 1953. He was named Director of the Bureau of Retirement, Insurance and Occupational Health (BRIOH) at the time of its establishment in September 1959. Mr. Ruddock has been the prime mover behind advancements in the Civil Service retirement, group life insurance, and health benefits programs which are available to employees of the U. S. Government.

Approximately two-thirds of the Agency employees are covered by the Civil Service Retirement Act. More than

____% are covered by the Federal Employees Group Life Insurance and ____% by the Federal Employees Health Benefits Act. Within the classes of Agency employees receiving these benefits are many under sensitive cover arrangements.

3. Staff Position: From the beginning, it has been necessary to determine what problems would be created within the Agency, especially for covert personnel, by extending the normal Governmental system of fringe benefits. The first such benefit, coverage under the Civil Service Retirement Act, was the only retirement benefit available to Agency employees prior to the enactment of the Central Intelligence Agency Retirement and Disability System. When Congress approved the Federal Employees Group Life Insurance in 1954, serious reservations were expressed within the Agency about extending this benefit to our covert employees. The Director finally decided that these employees should not be denied this important benefit since all Government employees were covered. Again, with the enactment of the Federal Employees Health Benefits Act of 1959, it became necessary to review complications that would arise should certain of our employees be brought within the purview of this legislation. Throughout each of these milestones in the fringe benefits areas, intensive conversations were held with Mr. Ruddock, the administrator of each of the programs. Through his cooperation, special arrangements

were made which permitted our employees to obtain these benefits without any jeopardy to the security and cover considerations involved. ~~XXXXXXXXXXXXXXXXXXXXMrxxRuddockx~~

In 1967 the Agency initiated a review of benefits for Agency contract employees. Through a series of negotiations ^{and with his contribution} ~~and conversations~~ with Mr. Ruddock, changes in BRD regulations were made to cover U. S. ^{citizen} contract personnel, which represented a significant breakthrough and solution to a long-standing ^{Agency} problem. (One result of the Agency's efforts in this area was that U. S. citizen contract personnel throughout Government became eligible.)

During the course of more than 20 years of association with Mr. Ruddock, we have had to request special concessions in hundreds of instances to protect our covert personnel; and wherever possible, Mr. Ruddock either accepted our suggestions and solutions to these problems or actually came up with his own. Such arrangements include authority he has given to the Agency to refund retirement contributions to separation ^{of} employees without any documentation being sent to BRI; in several extremely sensitive cases, we have been authorized to pay internally annuities which would normally be paid by the BRI.

Mr. Ruddock has maintained in his own office a safe containing retirement records and documentation concerning sensitive cases where, although U. S. Government affiliation can be disclosed, affiliation with CIA would be harmful. For all these years, he has personally taken care of correspondence, inquiries, and settlement of benefits associated with these many cases; he developed a special arrangement protecting the status of Agency employees integrated with the Department of State; he has provided special back-stopping; and there are many other examples of special attention he has given to our ^{security} ~~and~~ problems.

With the enactment of our own retirement law, Mr. Ruddock again responded to Agency needs. He not only allowed us to duplicate his forms, but also authorized us to use ^{on a continuing basis} ~~BRI~~ documentation over his signature for those retiring CIARDS participants who could not admit that they were CIA retirees but who could admit they were retirees from the Federal Government. This one instance has not only saved the Agency time and a considerable amount of money, but has also made it possible for these particular retirees to develop sources of credit and to explain sources of retirement income.

When we consider what the alternatives would be if we were not able, through Mr. Ruddock's assistance, to integrate our fringe benefit program into the ~~system~~ ^{system}

of benefits, we could be talking in terms of ~~tens of~~ millions of dollars ^{if we had to} to develop equivalent programs, internally administered. Further, it is hard to imagine the time and expense that would have been forced on the Agency to resolve the countless cases requiring protection of security and cover in individual cases which Mr. Ruddock has been able to take care of for us.

Throughout our long-term association with Mr. Ruddock, ^{Consistently} he has demonstrated ~~time and time again~~ his awareness of the Agency's mission and our place in the scheme of national security, and a ~~perceptive~~ understanding of the difficulties we continually encounter in trying to make it possible for Agency personnel to provide for their own and their families' protection. We believe that ~~it is because of~~ his commitment to and acceptance of the importance of the Agency's mission ^{has been critical to the Agency's management.} ~~that in he has found it possible each time to respond affirmatively to our~~ ¹ calls for help. When measured in terms of security and cover and operational problems which Mr. Ruddock has been able to help us solve for more than 20 years, we conclude that he has performed outstanding service of a distinctly exceptional nature in duties of responsibility, the results of which constitute a major contribution to the mission of CIA, as required by Agency regulations ^{for} for the award of the Distinguished Intelligence Medal.

Supporting statements to the granting of an award to Mr. Ruddock are attached from [REDACTED] Mr. John S. Warner, Acting General Counsel; and [REDACTED] Staff. We have also taken the liberty of attaching two excerpts from the Congressional Record containing testimonies from Senator Fong and Senator McGee.

4. Recommendation: That you approve the award of the Distinguished Intelligence Medal to Mr. Andre^W E. Ruddock, retiring Director of the Bureau of Retirement, Insurance, and Occupational Health.

D/R
HAROLD L. BROWMAN
Deputy Director
for
Management and Services

Attachments

APPROVED : _____

DISAPPROVED: _____

S 22450

CONGRESSIONAL RECORD - SENATE

December 11, 1973

RETIREMENT OF ANDREW E.
RUDDOCK

Mr. McGEE. Mr. President, as chairman of the Committee on Post Office and Civil Service, I want to take this opportunity to commend Mr. Andrew E. Ruddock, who will retire effective January 1, 1974, after 34 years of service.

Andy Ruddock plans to step down after a career in which he rose from messenger to head of the Bureau of Retirement, Insurance, and Occupational Health.

As director of that Bureau, Mr. Ruddock was a frequent witness before my committee. Always he was knowledgeable, informative, and helpful. Indeed his thinking and his direction have been

major factors in the development of civil service retirement, group life, and group health insurance programs. His efforts have been recognized by advancement through the Commission's ranks to his present position and by his receipt of the Commissioners' Award for Distinguished Service in 1961. I cannot permit Andy Ruddock's impending retirement from his post at the Civil Service Commission to pass without acknowledging the debt of thanks for his very dedicated service to civil service employees and the public. Also I want to express thanks to him for the high degree of cooperation which the Bureau of Retirement, Insurance, and Occupational Health has always shown to the Committee on Post Office and Civil Service and the Congress as a whole.

Happily, Mr. President, the Bureau will remain in good hands. Thomas A. Tinsley, Deputy Director of the Bureau for the past 4 years, will succeed Mr. Ruddock. With John G. McCarthy as Associate Director for Operations and Solomon Pepperman as Associate Director for Policy to assist him, Tom Tinsley will, I am confident, continue the outstanding administrative record of the Bureau.

S 22478

CONGRESSIONAL RECORD - SENATE

December 11, 1973

RETIREMENT OF MR. ANDREW E. RUDDOCK, DIRECTOR, BUREAU OF RETIREMENT, INSURANCE, AND OCCUPATIONAL HEALTH, U.S. CIVIL SERVICE COMMISSION

Mr. FONG. Mr. President, it was with regret that I, as the ranking Republican of the Senate Post Office and Civil Service Committee, received the news yesterday that Mr. Andrew E. Ruddock, Director of the U.S. Civil Service Commission's Bureau of Retirement, Insurance, and Occupational Health, will be retiring at the end of this month after 34 years of outstanding service to his country.

Mr. Ruddock is one of the most outstanding civil servants it has been my pleasure to know during my years of service in the U.S. Senate.

He has appeared before the Senate Committee on Post Office and Civil Service as a primary witness on Federal employee retirement and fringe benefit legislation many times. He has always impressed the committee with his candor, great understanding, and compassion for all Federal employees. He has helped the committee in many ways to establish and perfect the numerous bills and laws dealing with Federal employee retirement, health benefits, and life insurance.

Mr. Ruddock first joined the U.S. Civil Service Commission as an assistant messenger in June 1939 after receiving an ASS degree from Blackburn College, Carlinville, Ill. He subsequently was assigned to more responsible positions within the Commission until in September 1959, he was appointed Director of the Bureau of Retirement and Insurance. In 1969 he was appointed Director of the new Bureau of Retirement, Insurance, and Occupational Health.

His outstanding service in behalf of the Federal civil service was evidenced not only by his steady climb up the career ladder of the U.S. Civil Service Commission, but in 1961 he was awarded the Commissioners' Award for Distinguished Service, which is the highest award that the U.S. Civil Service Commission can bestow on its employees.

It is interesting to note that Mr. Ruddock's career reads like a Horatio Alger story within the Federal service. He rose from an assistant messenger, which is below a GS-1 level, to the rank of manager of a multibillion-dollar fringe benefits program for the largest single work force in America, the Federal Government.

The programs he administers cover: First, the retirement of 2.6 million active employees and 1.3 million former employees and survivors who together receive annuity checks totalling \$456 million per month; second, a life insurance program for 2.4 million employees and 700,000 annuitants, with an annual payout \$333 million in claims; third, a health insurance program for 2.2 million employees, 700,000 retirees and dependents, totalling approximately 2.7 million persons; fourth, an occupational health service of more than 500 health units including oversight of Alcoholism and Drug Abuse programs.

His personal integrity has been and continue to be above reproach.

We will greatly miss Andy's tact, his grasp of the most technical and complex issues, and his very reliable counsel.

His complete dedication, loyalty, and positive approach to his responsibilities has been most refreshing.

Although I receive word of Andy Ruddock's retirement with regret, I am confident that all of the members of the Senate Committee on Post Office and Civil Service join me in wishing he and his wife Margaret a very happy future after many years of complete and satisfying service. He has served his nation well and all Federal employees and former employees owe him a most grateful thanks for his many, many years of unfaltering service in their behalf.

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

Deputy Director of Personnel
5E 58, Headquarters

EXTENSION



NO.

DATE

18 December 1973

25X1A

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Mr. John Warner
7D 01, Headquarters

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12.

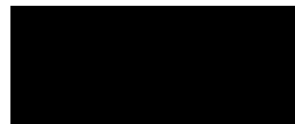
13.

14.

15.

Per our previous conversation, attached is a draft paper recommending the DIM for Andy Ruddock. We are going to final on this now. You will note that in paragraph 3, we indicate that supporting statements will be obtained from you. Can you prepare such a statement now for me to attach to the staff paper. Let me know when it is finished, and we will arrange for it to be picked up.

I would very much appreciate your getting to this as quickly as you can since I would like to get this paper forward early.



DD/Pers

Att

STATINTL